



## 2011 ARIZONA CONSTRUCTION INDUSTRY COMPENSATION SURVEY

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The Arizona Construction Industry Compensation Survey is intended for accumulating compensation and benefit information related to Contractors. Therefore, the salary survey should be completed by only those who are considered in the business of either a General or Subcontractor in the field of Construction. For those of you that are in other fields that support the industry, we thank you for your interest and please pass along our link to your clients and associates that may want to participate.



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**ALL RESPONSES AND CONTACT INFORMATION ARE DEEMED TO BE CONFIDENTIAL AND/OR PRIVILEGED INFORMATION AND WILL NOT BE SUBJECT TO REVIEW BY INDIVIDUALS WITHIN THE INDUSTRY.**

The information will be used strictly to accumulate data for the Arizona **Construction Industry Compensation Survey**. **Members of the CFMA Salary Survey Committee**, who will be compiling survey results, are Associate members of CFMA Valley of the Sun Chapter and appreciate your trust and confidence in safeguarding your Company's highly sensitive compensation information.



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### General Information

1. Tell us about you

\* First name

\* Last name

\* Email

2. Select type of contractor

- General
- Subcontractor

3. Select type of construction performed

- Building/Industrial
- Highway/Heavy/Utilities
- Other

4. What are the approximate number of employees in your Company?

- 1 to 25
- 26 to 50
- 51 to 100
- Over 100



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### Organizations & Associations

1. Please indicate ALL organizations your Company or employees hold memberships in

- American Subcontractors Association of Arizona (ASA)
- Arizona Builders' Alliance (ABA)
- Arizona Roofing Contractors Association (ARCA)
- Associated General Contractors of America (AGC)
- Associated Minority Contractors of America (AMCA)
- Construction Financial Management Association (CFMA)
- Independent Electrical Contractors Association of Arizona (IECA)
- National Association of Women in Construction (NAWIC)
- National Electrical Contractors Association (NECA)
- National Utility Contractors Association of Arizona (NUCA)
- Plumbing-Heating-Cooling Contractors Association of Arizona (PHCC)
- None of the above



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### Economic Indicators

The following are general questions related to the current economy and the hiring practices of your Company.

1. In the next six months, do you anticipate (check ALL that apply):

- Hiring Full Time Equivalent
- Increase in Hours
- Increase in Pay
- Layoffs
- Decrease in Hours
- Decrease in Pay
- No Changes

2. In the next six months, do you anticipate REDUCING benefits for your field employees?

- Yes
- No

3. In the next six months, do you anticipate INCREASING benefits for your field employees?

- Yes
- No

4. In the next six months, do you anticipate REDUCING benefits for your office employees?

- Yes
- No

5. In the next six months, do you anticipate INCREASING benefits for your office employees?

- Yes
- No



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### Employee Development

The following are general questions related to methods of recruitment and development of your employees.

1. What does your Company base employee awards or bonuses on (check ALL that apply)?

- Productivity
- Safety
- Innovation
- Business process improvement
- We do not offer awards or bonuses to employees
- Other incentive programs

2. What training, education and personal development programs does your Company provide (check ALL that apply)?

- Tuition reimbursements
- Mentoring
- Industry association memberships
- Conferences - In State
- Conferences - Out of State
- Webinars
- Seminars
- Apprenticeships
- We do not offer any of these programs
- Other incentive programs

3. What are the primary sources your Company uses to recruit new hires for your field employees (check ALL that apply)?

- Recruiters
- Union Hall
- LinkedIn
- Craigslist
- Facebook
- Classified ads
- Twitter
- Referrals/"Word of Mouth"
- Monster
- Careerbuilder
- Jobing.com
- Company websites

- Promotional videos, i.e. You tube
- Other incentive programs

4. What are the primary sources your Company uses to recruit new hires for your office employees (check ALL that apply)?

- Recruiters
- Union Hall
- LinkedIn
- Craigslist
- Facebook
- Classified ads
- Twitter
- Referrals/"Word of Mouth"
- Monster
- Careerbuilder
- Jobing.com
- Company websites
- Promotional videos, i.e. You tube
- Other incentive programs

5. What are the primary sources your Company uses to recruit management and executive positions (check ALL that apply)?

- Recruiters
- Union Hall
- LinkedIn
- Craigslist
- Facebook
- Classified ads
- Twitter
- Referrals/"Word of Mouth"
- Monster
- Careerbuilder
- Jobing.com
- Company websites
- Promotional videos, i.e. You tube
- Other incentive programs



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### Employee Benefits

1. Please indicate health and medical benefits that are offered by Company

			Employer	Employee	Dollar Limit if Applicable
	Yes	No	% Paid	% Paid	Max Annual Amt Paid
Health Insurance - Administrative	j	n	[ ]	[ ]	[ ]
Health Insurance - Field	j	n	[ ]	[ ]	[ ]
Health Insurance - Administrative - Dependent Coverage	j	n	[ ]	[ ]	[ ]
Health Insurance - Field - Dependent Coverage	j	n	[ ]	[ ]	[ ]
Dental Plan	j	n	[ ]	[ ]	[ ]
Vision Plan	j	n	[ ]	[ ]	[ ]
Disability Insurance	j	n	[ ]	[ ]	[ ]
Life Insurance	j	n	[ ]	[ ]	[ ]

2. What type of retirement/pension plans does your Company offer?

	Yes	No
401(k) Employee Deferral	j	n
401(k) Employer Matching	j	n
Company Profit Sharing Plan	j	n
Defined Benefit Plan	j	n
ESOP	j	n





## 2011 ARIZONA CONSTRUCTION INDUSTRY COMPENSATION SURVEY

### Compensation

Enter annual base compensation, bonus and vehicle allowance as applicable for each position. Please do not split employees, use the best classification possible for each employee.

#### 1. Executive & Management Annual Compensation

	Annual Paid in Dollars			Company Vehicle Provided	
	Base Salary	Bonus	Vehicle Allowance	Yes	No
Sales/Marketing Executive	<input type="text"/>	<input type="text"/>	<input type="text"/>	j <sub>n</sub>	j <sub>n</sub>
Chief Executive Officer	<input type="text"/>	<input type="text"/>	<input type="text"/>	j <sub>n</sub>	j <sub>n</sub>
Chief Financial Officer	<input type="text"/>	<input type="text"/>	<input type="text"/>	j <sub>n</sub>	j <sub>n</sub>
Controller	<input type="text"/>	<input type="text"/>	<input type="text"/>	j <sub>n</sub>	j <sub>n</sub>
Chief Estimator	<input type="text"/>	<input type="text"/>	<input type="text"/>	j <sub>n</sub>	j <sub>n</sub>
Field/Operations Manager	<input type="text"/>	<input type="text"/>	<input type="text"/>	j <sub>n</sub>	j <sub>n</sub>
Human Resources Manager	<input type="text"/>	<input type="text"/>	<input type="text"/>	j <sub>n</sub>	j <sub>n</sub>

#### 2. Accounting Staff Annual Compensation

	Annual Paid in Dollars			Company Vehicle Provided	
	Base Salary	Bonus	Vehicle Allowance	Yes	No
Asst Controller/Acctg Manager	<input type="text"/>	<input type="text"/>	<input type="text"/>	j <sub>n</sub>	j <sub>n</sub>
Bookkeeper/Staff Accountant	<input type="text"/>	<input type="text"/>	<input type="text"/>	j <sub>n</sub>	j <sub>n</sub>
Payroll Clerk	<input type="text"/>	<input type="text"/>	<input type="text"/>	j <sub>n</sub>	j <sub>n</sub>
Accounts Payable Clerk	<input type="text"/>	<input type="text"/>	<input type="text"/>	j <sub>n</sub>	j <sub>n</sub>
Accounts Receivable/Billing Clerk	<input type="text"/>	<input type="text"/>	<input type="text"/>	j <sub>n</sub>	j <sub>n</sub>
Combination Bookkeeper/Secretary/Receptionist	<input type="text"/>	<input type="text"/>	<input type="text"/>	j <sub>n</sub>	j <sub>n</sub>
Project Accountant	<input type="text"/>	<input type="text"/>	<input type="text"/>	j <sub>n</sub>	j <sub>n</sub>
Information Technology Manager	<input type="text"/>	<input type="text"/>	<input type="text"/>	j <sub>n</sub>	j <sub>n</sub>
Information Technology Staff	<input type="text"/>	<input type="text"/>	<input type="text"/>	j <sub>n</sub>	j <sub>n</sub>

3. Office Staff Annual Compensation

	Annual Paid in Dollars			Company Vehicle Provided	
	Base Salary	Bonus	Vehicle Allowance	Yes	No
Receptionist	<input type="text"/>	<input type="text"/>	<input type="text"/>	jn	jn
Secretary/Admin Asst	<input type="text"/>	<input type="text"/>	<input type="text"/>	jn	jn
Office Manager	<input type="text"/>	<input type="text"/>	<input type="text"/>	jn	jn

4. Operating Staff Annual Compensation

	Annual Paid in Dollars			Company Vehicle Provided	
	Base Salary	Bonus	Vehicle Allowance	Yes	No
Project Manager (projects greater than 5 Million)	<input type="text"/>	<input type="text"/>	<input type="text"/>	jn	jn
Project Manager (projects less than 5 Million)	<input type="text"/>	<input type="text"/>	<input type="text"/>	jn	jn
Project Engineer	<input type="text"/>	<input type="text"/>	<input type="text"/>	jn	jn
Fleet/Equipment Manager	<input type="text"/>	<input type="text"/>	<input type="text"/>	jn	jn
Safety Director	<input type="text"/>	<input type="text"/>	<input type="text"/>	jn	jn
General Superintendent	<input type="text"/>	<input type="text"/>	<input type="text"/>	jn	jn
Job Site Superintendent	<input type="text"/>	<input type="text"/>	<input type="text"/>	jn	jn
Foreman	<input type="text"/>	<input type="text"/>	<input type="text"/>	jn	jn
Project Secretary	<input type="text"/>	<input type="text"/>	<input type="text"/>	jn	jn
Scheduling/Dispatch	<input type="text"/>	<input type="text"/>	<input type="text"/>	jn	jn
CAD/BIM Technician	<input type="text"/>	<input type="text"/>	<input type="text"/>	jn	jn

5. Estimating Staff Annual Compensation

	Annual Paid in Dollars			Company Vehicle Provided	
	Base Salary	Bonus	Vehicle Allowance	Yes	No
Senior Estimator	<input type="text"/>	<input type="text"/>	<input type="text"/>	jn	jn
Estimator	<input type="text"/>	<input type="text"/>	<input type="text"/>	jn	jn
Purchasing Agent	<input type="text"/>	<input type="text"/>	<input type="text"/>	jn	jn

